Continue

Diversity discussion questions for students

Diversity discussion questions for elementary students. What is a diversity question. Discussion questions to ask students. Discussion questions about diversity. Diversity discussion questions for college students. Diversity questions for students. Diversity questions to ask students.

I was thrilled to receive a comment on my recent blog post seeking suggestions for diversity and inclusion panel questions. The commenter's goal is to ensure that all students feel safe in schools, which aligns with the broader topic of diversity and inclusion. However, I'm unsure about the intended audience (students or stakeholders) and the panelists' representation within the school district. These factors will influence the selection, flow, and sequence of questions. To provide some inspiration for developing a list of questions, here are my top 30 potential diversity and inclusion panel questions: 1-2: Define diversity and inclusion, and what do they mean to you? 3-4: Why is diversity and inclusion important now, and what has influenced your thinking on this topic? 5: What new challenges or groups have emerged in your organization, and how do you address them? 6: How far along is the organization in its diversity and inclusion journey? 7-8: What barriers prevent us from achieving true diversity and inclusion, and how do we overcome them? 9-10: What successes or outcomes have resulted from diversity initiatives or best practices? How has this impacted your company? 11-12: On a personal level, what impact does diversity and inclusion have on you? How have you benefited from or worked with D&I advocates? 13-14: What are the long-term consequences if we ignore diversity and inclusion? Are there any successful initiatives or best practices that you've identified? 15: What is the most difficult part of implementing a diversity and inclusion program? Where have you experienced the most resistance, and how did you respond? 16-17: How do you make the case for diversity and inclusion? Who is involved in your board, management team, and diversity task forces? Do they reflect the organizations you serve? 18-19: Can you provide an example of "baking" diversity into a job description? How do you respond to leaders who say "we just hire or promote the best person for the job, regardless of race or gender"? 20-21: What are some creative ways to proactively source candidates from underrepresented communities? How do you involve employees from these populations without making them feel tokenized? 22-23: What strategies do you use for developing innovative diverse teams? How do you identify and work with D&I advocates? 24: How have D&I advocates helped create a more inclusive environment for everyone? These questions cover the strategic, tactical, and personal aspects of diversity and inclusion. They can be adapted to fit your specific context and goals. What experiences have shaped your advocacy for change? What successes and challenges have you faced in your journey so far? # My biggest piece of advice is to... (removed) How do we get the entire company, including our leadership team, on board with D&I initiatives? What tips can I offer to those looking to identify and work with other D&I advocates? How do I start my journey as a D&I advocate when unsure where to begin? Can D&I be a priority for organizations dealing with other pressing issues? A big thank you to Lever and the British Chamber of Commerce for inspiring this list of thought-provoking questions! Can you tell me a bit about your family background and early career experiences? What does diversity mean to you, and how has it impacted your professional life? How would you describe your personal values and work style, and are there any specific aspects of diversity that you believe are lacking in the workplace? As we strive for progress, do you think our industry could improve on the diversity, equity, and inclusion (DEI) front? What areas do you believe need more representation or inclusivity in terms of community and population served? How comfortable are you with discussing salary transparency and stereotypes? Have you ever been stereotyped, positively or negatively? If so, what did you wish that person knew about you? In which aspects of life – film, art, work, etc. – do you think there should be more representation of people who look like you? What shaped the person you are today and the career you have chosen? Share your gratitude for mentors, connections, and experiences. Now, let's discuss implicit bias and microaggressions: Have you taken an unconscious bias training course? What did you learn from it? Are there any types of microaggressions that you think more people should be aware of? Have you witnessed or experienced discrimination in the workplace? How was it addressed? Do you believe our diversity policies contribute to a safe and inclusive work environment? These thought-provoking questions are essential for fostering a diverse, inclusive, and equitable workplace. Hopefully, they'll lead to ongoing conversations about creating an environment where everyone can contribute meaningfully, feel valued, respected, and heard. AboveBoard is committed to advancing diversity in C-suites and boardrooms worldwide, recognizing that this will contribute to healthier workplaces where diversity discussions drive real change. Is seeking answers a crucial part of problem-solving and decision-making? As Plato said, "The right question is usually more important than the right answer." This process can help us determine values by asking broad philosophical questions like "what is equity?" which can drive empathy and understanding. It can also define the problem and challenge our biases. Here are some discussion questions to get at the core of building inclusive spaces: What is equity? We need to establish a baseline understanding of key concepts in DEIB, recognizing that it's different from equality. Equity means allocating resources based on circumstances to reach an equal outcome, acknowledging that the playing field isn't always level. What is belonging? Belonging is when people feel accepted and recognized for their backgrounds within a group or work environment. Fostering this sense of belonging means giving everyone a seat at the table and making sure they're heard. For friend groups, family, and especially at work, it's crucial to create an environment where everyone feels genuinely welcome to participate, secure in their role, and connected to their colleagues. This near-universal desire raises questions about what happens when someone is excluded from society. Sometimes, concepts like "inclusion" can be difficult to grasp, so it's helpful to define the opposite: exclusion. Considering this concept, there's no right or wrong answer. The goal of exploring diversity and inclusion is to spark a conversation that takes into account both empathy and actionable steps towards a better future. One common misconception about Diversity, Equity, Inclusion, and Belonging (DEIB) efforts is that they are somehow "reverse discrimination." This concept is often used by those who resist DEIB efforts, believing it's unfair. However, discrimination occurs within a power dynamic, meaning those in positions of power cannot be discriminated against. Equality can sometimes look like discrimination to individuals accustomed to unfair privilege. Legal rulings like California's 1996 ban on affirmative action give weight to this misconception. Yet, if successful "reverse discrimination" was occurring, demographic data over the last decade would likely show a drastic decrease in White management, CEOs, and board members. In reality, White people maintain most positions of power at work, in politics, and society as a whole. Achieving DEIB is challenging due to various barriers and motivations related to these barriers. It's essential to anticipate these challenges and come up with solutions that address every stakeholder properly. Talking about personal experiences with discrimination helps engage in honest conversation without generalizing or watering down reality. This question encourages people to feel heard. Understanding what it feels like not to belong generates empathy from everyone for those who experience marginalization. It's also essential to recognize common ground amongst employees to drive personal connections. When deciding on any policy, it's crucial to interrogate the policy from different perspectives before implementing it. The slogan "Nothing for us without us" highlights the importance of including all stakeholders in decision-making processes to avoid overlooking anyone. Inclusive decision-making is crucial, especially when it comes to committees, leadership, or expert panels. To ensure unbiased discussions, ask "who is missing?" This simple question can have a profound impact on the workplace. To gain a deeper understanding of organizational processes, consider the perspective of someone from an underrepresented group. Challenge current practices and imagine how those missing people would view the resulting decisions. For instance, think about how someone in a domestic partnership or long-term dating relationship might feel when asked about their marital status. Similarly, consider how individuals with different gender identities or those who are unable to marry legally might be affected by certain company policies. Diversity, Equity, and Inclusion (DEI) experts can provide valuable insights on these matters. When engaging with a DEI expert panel, ask questions that will help you better understand their perspectives and gain actionable advice. The importance of DEI cannot be overstated in today's world. Experts possess knowledge about the history and trends within your industry, as well as external factors that influence organizational decisions. It is essential to listen to their expertise and heed their advice. Challenges faced by diverse groups within an organization can vary greatly. It is crucial to ask specific questions to better understand these challenges and how they can be addressed. For instance, if you are considering forming a faith-based Employee Resource Group (ERG), the DEI expert panel has likely encountered similar situations before. Organizations must also assess their current state in terms of DEI initiatives. While there may not be a universal litmus test for measuring progress, DEI consultants can provide valuable insights based on their experience working with companies of all shapes and sizes. To avoid common pitfalls and mistakes when implementing DEI strategies, it is essential to ask the right questions. Seek guidance from experts in various fields, such as sociologists, marketers, social media gurus, or HR professionals. Those responsible for leading DEI initiatives must also ask the right questions. Leaders need to understand where their organization stands in terms of DEI and what steps they can take to improve. This includes brainstorming with the C-suite and board members about what a diverse, equitable, and inclusive workplace looks like. Additionally, leaders should survey their employees and gather feedback on how they feel about the current state of the company's DEI initiatives. 1. Is there a way to identify the needs of our customers? 2. How do we know if what we're doing is working for our employees? 3. Should companies be transparent about their diversity data? 4. What areas of DEIB are currently unknown in our organization? 5. How can asking questions help us improve our DEIB efforts?